The United States is a country built by immigrants. This is reflected in the rich tapestry of languages that many immigrants have brought to their new home in America. Multi-lingual ability is frequently rewarded in the private sector with bonuses and increases in base pay, but there have been only isolated efforts to address the need for multi-lingual federal employees. M y Legislation: The Once America, Many Voice Act

Today, I introduced the "

[One America, Many Voices Act](#)

", a bill aimed at making the federal government more effective and bringing more fairness to the federal pay scale. Currently, federal employees who speak more than one language often do not get commensurate pay for their additional skills, even when this increases their workload. The "One America, Many Voices" Act will recognize the importance of multi-lingual ability by providing a 5% increase to the pay of federal workers whose positions require multi-lingual ability. It is only logical that employees should get compensated for the value they add to their position. According to the Census Bureau, over 47 million people currently living in the U.S. speak a language other than English. Increasingly, bilingual skills are absolutely necessary for federal employees to serve the public and accomplish the mission of federal agencies. Yet, there is no standard across federal agencies to compensate federal workers who make substantial use of their bilingual skills in the workplace. Our federal workforce should support the needs of America's citizenry, and my bipartisan bill would take us farther in meeting our nation's needs.